

DD/S 68-3704

22 JUL 1968

MEMORANDUM FOR: Director of Personnel

SUBJECT : Recruitment

1. In the course of the luncheon for the Brookings Institution conferees on 19 July 1968, Mr. Frederick S. Jacques, who is listed as Program Manager - Fighters, Lockheed-California Company, Post Office Box 551, Burbank, California, 91503, asked a question concerning our use of university recruitment. In the subsequent discussion, he indicated that his company had tried university recruitment, but more recently had moved away from it and was concentrating on "first bounce" candidates. This means that Lockheed-California found that the attrition rate among college graduates joining the company immediately after graduation was extremely high and that this was not true of individuals who had worked at at least one job. The company, therefore, was concentrating on individuals restless in their initial employment. He stated further that the company has been able to identify potential or actual "first bounce" candidates through university/college placement offices which, he said, keep a line on their graduates.
2. In the event that we are not using this technique, it might be worthwhile considering it in connection with our revised recruitment program.

(Signed) John W. Coffey

John W. Coffey
Assistant Deputy Director
for Support

ADD/S:JWC/ms (22 July 68)

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